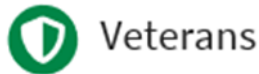


Merit Promotions/ Veterans Recruitment /Appointment Veteran Employment Opportunities Act



As a Veteran, you are also eligible to apply to some jobs that are open to federal employees.

30% Disabled Veterans

Federal agencies have the authority, by law, to give a non-competitive temporary or term appointment of not less than 60 days to any veteran who has a compensable service-connected disability of 30% or more and who meets the qualification requirements of the position. Like the VRA, this authority is discretionary with the agency. To be eligible, the individual must be a disabled veteran who has a compensable service-connected disability of 30% or more officially documented by the Department of Defense or the Department of Veterans Affairs.

Veterans Recruitment Appointment

This special authority allows agencies to non-competitively appoint a qualified covered veteran to any position for which he or she is qualified up to a GS-11 or equivalent. Upon completion of two years of satisfactory service, the covered veteran is converted to the competitive service. Veterans Recruitment Appointment (formerly known as the Veterans Readjustment Appointment or VRA): the VRA is an excepted appointment, made without competition, to positions otherwise in the competitive service. Use of the authority is entirely discretionary, and no one is entitled to a VRA. This special authority allows agencies to non-competitively appoint a qualified covered veteran to any position for which he or she is qualified up to a GS-11 or equivalent.

VEOA

VEOA is a special hiring authority, which gives eligible Veterans access to positions that otherwise may have only been available to current competitive service employees. In VEOA appointments, preference eligibles and Veterans are not given preference, but they are allowed to compete for job opportunities that are not offered to other external candidates. A VEOA eligible who is selected will be given a career or career-conditional appointment.

To qualify for VEOA, you must be

- Veteran's preference eligible (Meet the 0, 5, or 10-Point Criteria)
- Service personnel separated after three or more years of continuous active service performed under honorable conditions.

Required Documentation:

- A copy of your DD-214, "Certificate of Release or Discharge from Active Duty," which shows dates of service and discharge under honorable conditions;
- A letter from the Department of Veterans Affairs reflecting your level of disability for preference eligibility
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